

2023 IMPACT REPORT

UNIQ You

Conversations that change the game



UNIQ You
acknowledges the
Traditional Custodians
of country throughout
Australia and their
connections to land,
sea and community.

We pay our respect to
their Elders past and
present and extend
that respect to all
Aboriginal and Torres
Strait Islander
peoples today.





Letter from the UNIQ You Chair	3
Letter from the UNIQ You CEO	5
Progress & Purpose	7
Vision & Service	9
Impact	11
Participating Schools	15
Partners	17
Advisors	19
People	24



For the purpose of this report the following terms have been defined below:

Advisors: Women working in male-dominated industries.

Girls/Females/Women: All people who identify as women. Including those who are transgender, intersex, gender diverse, non-binary or gender fluid.

Letter from the UNIQ You Chair

This has been a year of transformation for UNIQ You, as we transition from our foundation years into a period of growth and innovation.

To drive UNIQ You through our significant growth phase we were pleased to welcome our new CEO, Val Ridley, into the role in May.

We are immensely grateful for the vision and ongoing commitment of Founder, Tanya Andrews, who remains on UNIQ You's Board and continues to be unwavering in her passion to achieve gender equality.

We also farewelled founding Board member Kristen Podagiel and welcomed new Board member Jacqui Walters this year.

With a strong team, committed Board and several of our founding industry partners choosing to solidify their support of our vision through multi-year financial and operational commitments to our work, UNIQ You is ready to take on 2024 and continue on the incredibly steep trajectory of growth achieved in 2023.

We are on track to provide many more girls across the country with direct access to inspiring career - conversations with our industry Advisors to ultimately create a gender-equal and diverse workforce for the future.

We look forward to working with you in 2024.



Matt Lee
Chair of the Board



“

YEAR 9 STUDENT

I enjoyed that I was able to hear a realistic journey towards working in data science. Brooke was really fun and approachable, and I feel reassured about working towards a career in data science. I learned a lot.

Letter from the UNIQ You CEO

It has been an absolute honour to join the UNIQ You family in 2023. Together with our foundation and new industry partners, schools, students and industry advisors, I am committed to growing the reach and impact of our much needed service.

As a scientist and passionate STEM educator, I have experienced and observed the power of role models, and the significance of their place in addressing the complexity of gender equality and persistent stereotyping.

Breadth of career thinking in young people is unfortunately often linked with their social background and gender. UNIQ You's scalable model can ensure all young people have access to the role models they need.

In 2023, with a focus on strengthening impact and participation rates, we spent our time collaborating, listening and adapting.

Proudly, together with our education and industry partners we have finished out 2023 with some outstanding engagement and impact outcomes and are energised and inspired to continue this momentum.

Every conversation between an industry Advisor and secondary school girl breaks down a barrier.

We are motivated to scale, making it 'the norm' for girls to be able to easily access conversations with industry role models from under-represented industries.

I am excited to be welcoming new industry and education partners in 2024 and expanding our reach beyond Queensland.

We have a small team of highly experienced and motivated individuals, all ready to take on the challenges and rewards during our growth years.

We have bold ambitions and look forward to a year of growth and impact in 2024.



Val Ridley
CEO



“

YEAR 11 STUDENT

Bowen State High School

Talking with Meagan really was enjoyable, she has such a bubbly and approachable personality which made the call so much easier.

Talking with her about the job position she is currently in (fisheries), provided me with a general understanding of where the job can take you, as well as what classes you need to take to be in a job like the Fisheries. Meagan was extremely helpful and enthusiastic when she spoke to me.

Our work has never been more critical

The latest Workplace Gender Equality Agency (WGEA, 2023) report shows that there has only been an average 1.5% increase in women working in male-dominated industries in the last two years.

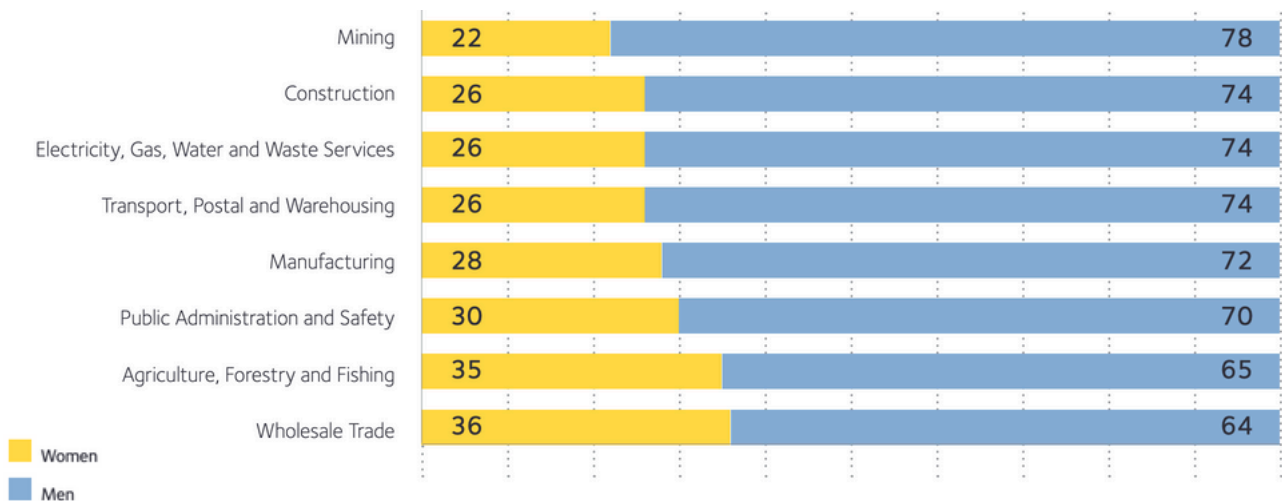
This lack of progress, when compounded by WGEA data on the significant ongoing gender pay gap across all industry sectors, is concerning but also motivates UNIQ You to do better in 2024!



**DRAWING THE
FUTURE REPORT**

Volunteers from the world of work can also play a key role in providing children with role models and tackling stereotyping around gender and ethnicity and help ensure that children at a young age don't start ruling out options for themselves.

Proportion of men and women in male-dominated industries 2022 - 2023




Source: Australia's Gender Equality Scorecard 2022-23, Key results from the Workplace Gender Equality Agency's Employer Census 2022-23, November 2023


* The percentage of men and women in the industry does not add to 100% due to the number of non-binary employees in the dataset.


Research tells us that targeted, in context and early career guidance works best.


Our service design aligns with the four principles identified by the OECD in its latest 'Challenging Social Inequality through Career Guidance'(2024)¹ report.

These four principles apply to the multiple issues faced by young people connecting with, and finding, meaningful work while impacted by their socio-economic, gender and migrant status:

 Intensified support for disadvantaged groups through targeted provision

 Enhancement of the professional capacity of guidance practitioners to understand and respond to inequalities

 Building social capital by facilitating connections between students from disadvantaged backgrounds and professionals in their desired fields, such as through online tools to ease engagement with employers and people in work

 Encouraging critical understanding of personal relationships with the labour market to empower students to challenge inequalities and make informed career decisions through critical exploration of patterns of advantage and disadvantage within the labour market

¹Challenging Social Inequality Through Career Guidance: Insights from International Data and Practice, OECD. February 2024



Our Vision

To create a careers landscape that is underpinned by equitable access to opportunity, where girls are encouraged to explore and are supported to thrive in any role and industry.



Our Mission

To connect high school girls and educators with women working in roles and industries underrepresented by women, to increase their exposure, their access to, and their confidence to engage with, careers and pathways they otherwise might have not considered viable options because of their gender.

Our Service

UNIQ You connects girls in years 9 - 12 and their educators with inspirational women working in non-traditional and underrepresented STEM and VET roles and industries through personalised and engaging career advisory video calls.



Formats & Session Types

We facilitate virtual conversations via a variety of call formats and session types.



WHOLE CLASS PRESENTATION

This format offers an introduction to the UNIQ You service. It is also an opportunity to showcase the wide range of pathways available through hearing from advisors working in a variety of exciting roles and industries.



SMALL GROUP CONVERSATIONS

These conversations take place between Advisors and 2-5 students. To ensure students get the most out of the conversation, we offer a range of themes to choose from, which also helps students prepare their questions.



1:1 CONVERSATIONS

This is a 1:1 personalised experience giving students the opportunity to have all their questions answered. Students select their Advisor and prepare questions to ask about the advisor's role, career journey and any advice or guidance they can offer.

Through these conversations ...



We increase **knowledge** and understanding of male-dominated industries and roles across female students in years nine through twelve.



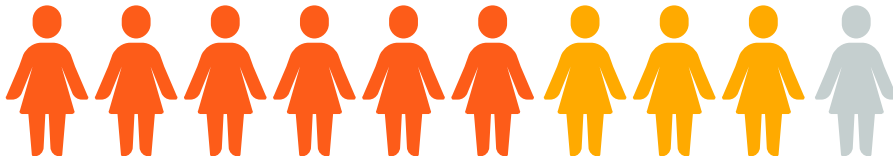
We increase female students' **interest** in seeking out more information about male-dominated industries and connecting with more women working across these industries.



We increase the **confidence** of female students to pursue career opportunities and pathways in male-dominated industries.

Our 2023 Impact

1244 girls and 97 educators from across **37 schools** participated in **124 conversations with 56 Advisors** from **17 industry partners** representing **9 male-dominated industries.**



6 out of 10 girls

reported a

high increase in their INTEREST in pursuing careers in male-dominated industries

79% of girls felt more **CONFIDENT** to pursue a career in one of these industries or roles

90% of girls increased their **KNOWLEDGE** about these industries and roles

51% of girls **DISCOVERED** roles they had never heard of before

92% enjoyed the **CONVERSATION**



YEAR 11 STUDENT

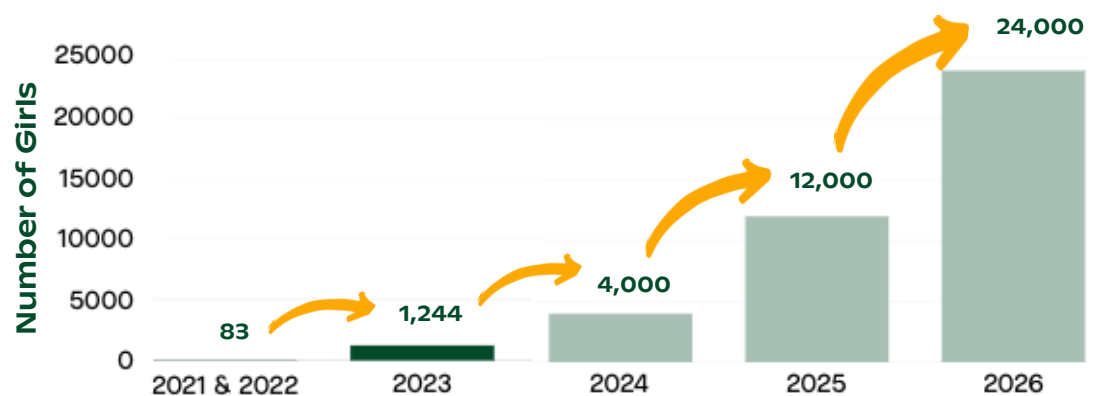
Gladstone State High School

Engineering was not originally a career path I was interested in, but following the call I'm a lot more open to what it has to offer. The experience was very eye-opening and informative.



Growth & Expansion

A record number of girls were reached in 2023 with the service positioned for exponential growth in the years to come.





What students are saying about UNIQ You!



Feedback from the first student to ever have a UNIQ You call...

I remember when I had my call with Zoe. I wanted to explore other options in the tech industry at that time because although I knew broadly what the industry was I didn't know the types of jobs available. There isn't really a lot of options apart from reaching out to people via email and LinkedIn to really see and connect with what's happening in the tech industry - at least from the perspective of a young high schooler wanting to explore a field that interests them.

That is the bridge that UNIQ You is really making great strides in building. I remember how warm and kind Zoe was. She was happy to answer any questions I had regarding her career, general advice and what it was like being a woman in her role and in the industry. I learnt more about her role as a front end software engineer and what that entailed, which gave me better insight into how that role worked and what would be expected in similar roles across the industry. The call with her was fun and gave me some fresh insights about jobs in technology that I hadn't previously considered. It also made me realise how many branches of the technology industry I had yet to explore.



Bess Gosling (Past Student)

Studying double degree in IT and Law at the Queensland University of Technology (QUT)



UNIQ You completely changed my career prospects.

UNIQ You completely changed my career prospects. Before I met my advisors, I believed that aeronautical engineering didn't align with my interests or skillsets. However, after talking with Emma Haynes and Shay Crans from Boeing, I became intrigued. These calls became the catalyst for more research, where I began to discover that I would thrive in this career. Now, I am studying Physics in Year 11 and I intend on pursuing a Bachelor of Aeronautical Engineering at the Australian Defence Force Academy in Canberra.

Year 11 Student

Ayr State High School



Fun and engaging!

The call today provided so much information that I didn't know before, it was fun and engaging. The advisor was fun and very nice; she was open to answer any questions we had and articulately explained them. I enjoyed it more than I thought I would, and the call surely made me want to learn more about different careers and have more meetings with other advisors that work in other industries.

Year 11 Student

Border Rivers Christian College



What educators are saying about UNIQ You!



It is a big thing, just to get the girls to step out of their comfort zone.

It is a big thing, just to get the girls to step out of their comfort zone. Small group calls really helps with this as it allows the girls to feed off each other. It gives them confidence to step up and ask questions and that's part of the reason we're also trying to incorporate small group calls into more classes so the girls are more familiar with the process and realise that it's not that scary.

Richelle Staley

Careers Counsellor, Lourdes Hill College



They provide a unique perspective on the practical applications of STEM...

UNIQ You is fuelling inspiration amongst students to investigate possible STEM career pathways. Their experts have first hand knowledge and skills in real world scenarios. They provide a unique perspective on the practical applications of STEM concepts that may not be available in an academic setting. They provide guidance and insight into careers and opportunities.

Reeja Mathew

Senior Science Teacher,
Gladstone State High School

Our Schools

UNIQ You's school community in 2023 included 37 registered schools and educational organisations extending throughout Far North Queensland, Central Queensland, South East Queensland and Victoria.

We were thrilled to be able to offer over half of our school community with full access to our service through the UNIQ You School Scholarship Fund.

3720

minutes of life changing conversations

97

educators participated in calls

PARTICIPATING SCHOOLS



37

registered schools
34 across QLD
3 across VIC

70%

of schools
received
sponsorship

59%

of schools have
ICSEA below 1000

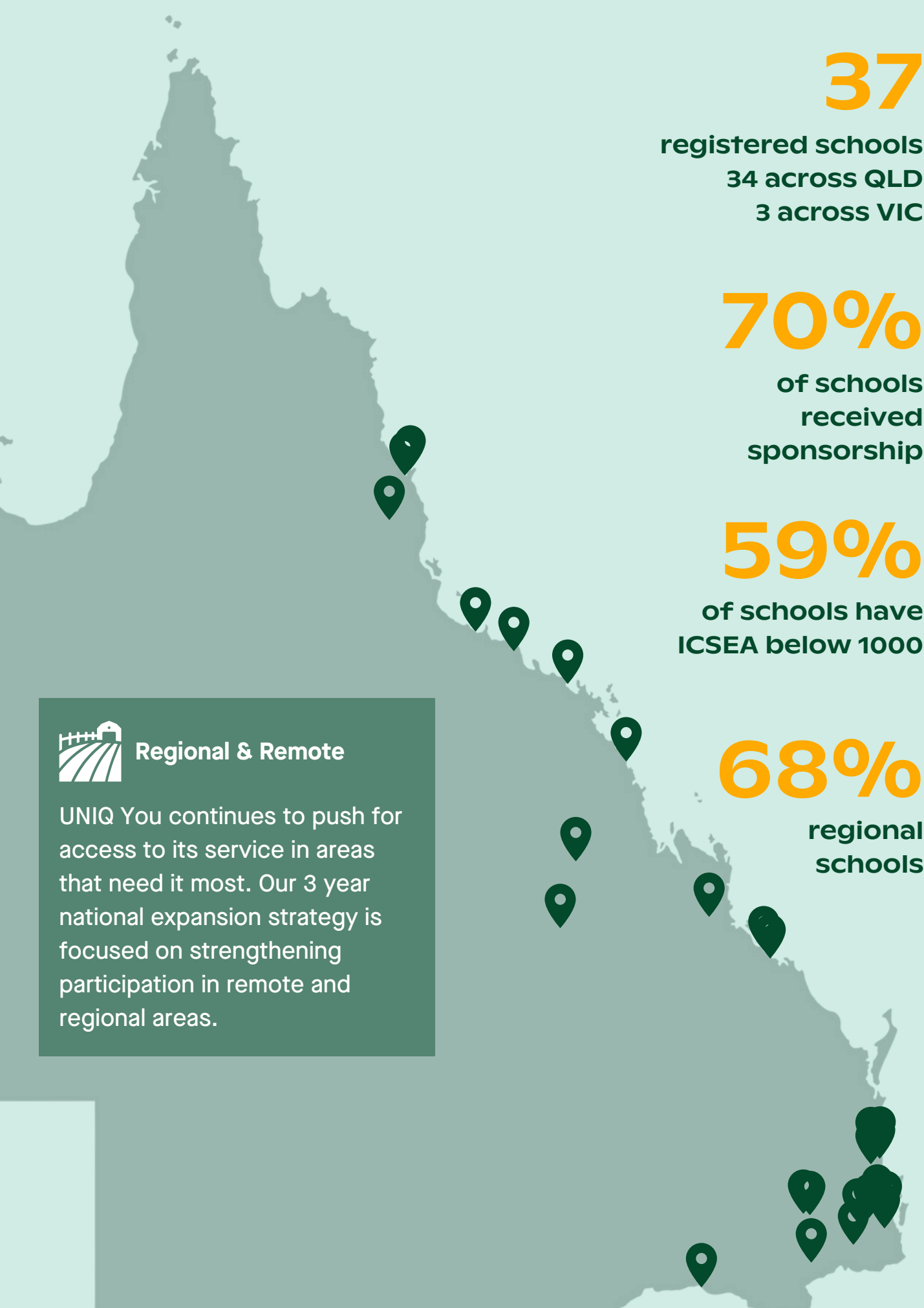
68%

regional
schools



Regional & Remote

UNIQ You continues to push for access to its service in areas that need it most. Our 3 year national expansion strategy is focused on strengthening participation in remote and regional areas.



2023 Partners

We are exceptionally grateful for the generous support of our industry partners as well as the support of our service partners and event sponsors.

Your contribution makes it possible for us to provide girls with access to inspirational women working in under-represented industries.

INDUSTRY PARTNERS



SERVICE PARTNERS



EVENT SPONSORS



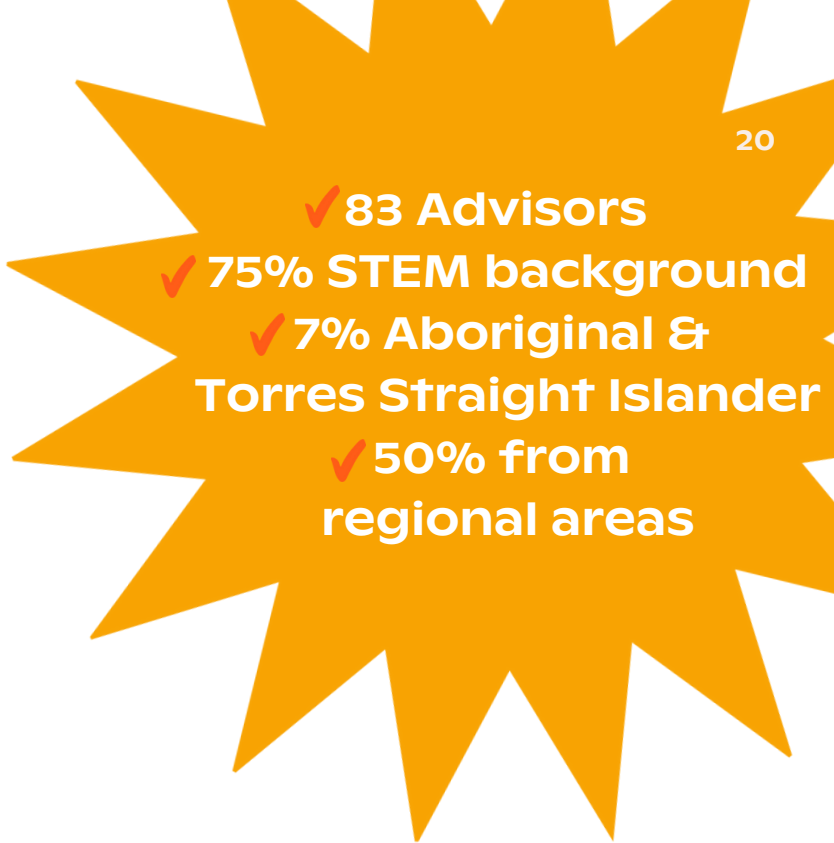


UNIQ You Advisors

Our Advisors are drawn from nine industries identified as 'male dominated' in the 2019 Workplace Gender Equity Agency (WGEA) Report. Our Advisors are integral to the service and its success and below are those who took part in the service in 2023.



<p>Natasha Page Data Analytics Consultant</p>  <p>āurecon Sponsored by </p>	<p>Monica Louda Senior Mechanical Engineer</p>  <p>āurecon</p>	<p>Soledad Rodriguez Senior Surveyor</p>  <p></p>	<p>Alice Leerentveld Operational Reporting & Insights Engineer</p>  <p></p>	<p>Trang Pham Civil Engineer, Buildings</p>  <p>āurecon</p>	<p>Jessica Eadie Bushfire Safety officer</p>  <p></p>
<p>Leah Stapelton National Safety Manager</p>  <p>DUBE</p>	<p>Saba Munir Ahmed Electrical Engineer</p>  <p>āurecon</p>	<p>Terese Milford Senior Future Technologies Development Engineer</p>  <p>yurijka</p>	<p>Lisa Frost Scenes of Crime Officer - Senior Constable</p>  <p></p>	<p>Alice Huynh Technical Consultant</p>  <p></p>	<p>Chanelle Olive Manager Grid Projects</p>  <p>yurijka</p>
<p>Nikki Rankine Digitalisation Manager</p>  <p></p>	<p>Viha Parekh Aerospace Structural Engineer</p>  <p></p>	<p>Nichole Kelly Manager Strategy & Planning</p>  <p></p>	<p>Ronit Better Sustainability Engineer</p>  <p>āurecon</p>	<p>Brooke Martinsen Retail Operations Manager</p>  <p>DUBE</p>	<p>Alex Ewar Safety Advisor</p>  <p></p>
<p>Georgia Kelly Police Constable</p>  <p></p>	<p>Navjot Kaur Associate Soil Scientist</p>  <p>āurecon</p>	<p>Zoe Steloon Software Engineer</p>  <p></p>	<p>Emma Haynes Technical Lead Engineer</p>  <p></p>	<p>Madeline Pavlicies Renewable Energy & Infrastructure Project Manager</p>  <p>yurijka</p>	<p>Kerrie Catchpole Forest Scientist</p>  <p></p>
<p>Brooke Henson Data Scientist</p>  <p></p>	<p>Temeka Johnson Social Performance Specialist</p>  <p></p>	<p>Kimberley Redman Human Factors Engineering Specialist</p>  <p></p>	<p>Darcy Mocina Development Manager</p>  <p></p>	<p>Lauren Skelly Software Lead</p>  <p> Sponsored by </p>	<p>Laurence Ledrut Process Safety Manager</p>  <p></p>
<p>Madeline Walkington Project Engineer</p>  <p></p>	<p>Ginni Brown Grower Relationship Manager</p>  <p>DUBE</p>	<p>Allison Gwilt Senior Project Engineer</p>  <p></p>	<p>Lydia Carthew Consulting Operations Officer</p>  <p>technologyone</p>	<p>Melanie Trent Environmental Policy Officer - Maritime Emergency Management</p>  <p></p>	<p>Katie O'Donoghue Senior Project Engineer</p>  <p></p>
<p>Kat Norman Operations Surveyor Team Lead</p>  <p></p>	<p>Melissa MacFarlane Senior Firefighter</p>  <p></p>	<p>Ellie Salmon Project Coordinator</p>  <p></p>	<p>Olivia Pearman Aviation Rescue Fire Fighter</p>  <p></p>	<p>Chantelle Love Health, Safety & Environment Manager</p>  <p></p>	<p>Michele White Sergeant - Senior Intelligence Officer</p>  <p></p>



✓ 83 Advisors

✓ 75% STEM background

✓ 7% Aboriginal & Torres Strait Islander

✓ 50% from regional areas

Lauren Mua
Senior Project Engineer




Jessica Milschus
Strategic Change Manager




Teena Glassick
Director, Support & Engineering




Annabel Hofstee
Environment & Planning Officer




Elizabeth Kelly
Technical Writer




Toni Coughlin
Facilities Site Engineer




Chloe Swiney
First Nations Bushfire Safety Officer




Stephanie Castaldo
Apprentice Carpenter




Meagan McAllister
Field Officer




Rebecca Coulthard
Environmental Sustainable Design Engineer




Maddison Petrie
Electrical & Instrumentation Apprentice




Latisha Whalan
Acting Sergeant - Crime Prevention Programs Unit




Elena Rusca
National Health, Safety & Environment Advisor




Rubina Aumeer
Project Manager




Stephanie Abbott
Investigator - State Flying Squad




Camriona Mitchell
Contract Administrator






Kerriann Hooker
Food Technologist




Jennifer Reeve
Senior Developer, Products




Joanna Ly
Project Engineer



Chantal Keane
Trade Waste Officer





Kym Liiford
Data Scientist




Danielle Leray
Asset Improvement Manager

Nicole Brunner
Manufacturing Engineer




Alise Fox
Fisheries Scientist




Gabrielle Bertini
Health, Safety & Environmental Lead




Emily Walsh
First Class Firefighter




Bec Bermingham
Customer Relations Officer



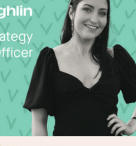


Teah McIntosh
Senior Implementation Consultant




Tahlia McCarthy
Graduate Engineer




Eva McLoughlin
Strategy Project Officer



Shay Crans
Aircraft Maintenance Engineer - Progressive (Life Support)




Nikki Watt
Enterprise Software Architect




Morgan Rooney
Community, Diversity & Inclusion Manager

Sonja Toft
Manager Process Engineering Resource Recovery




Kelsey Williams
Product Engineer






Ojasvi Gupta
Graduate Project Engineer




Rebecca Coulthard
Environmental Sustainable Design Engineer




Madeline Forbes
Social Performance & Continuous Improvement Manager

Jessie Nott
Maintenance Technician




Viviana Gamba Pickering
Environmental Marine Advisor




Asiya M.Raza
Town Planner



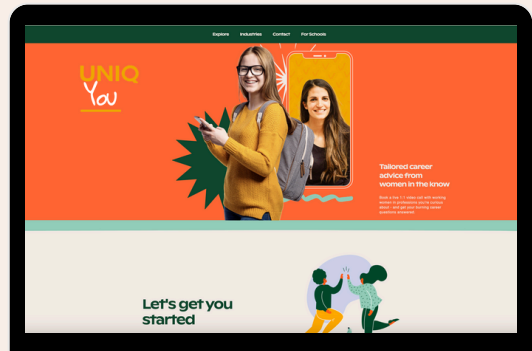

What Advisors are saying about UNIQ You!



Inspiring the next wave of STEM trailblazers

Being a UNIQ You advisor is more than just talking careers; it's about helping students figure out not just what they want to do, but who they want to be.

UNIQ You is a portal for young women to dive into the world of STEM across diverse industries, giving them the knowledge to navigate their way post-high school. These chats aren't just me sharing my engineering wisdom; they're about firing up these future leaders to zone in on what they're into, embrace continuous learning, and dream about the impact they want to make in the world. It's a privilege to be an advisor and, hopefully, inspire the next wave of STEM trailblazers.



Trang Pham

Senior Civil Engineer, Aurecon

What has your experience been working as a women in engineering? Have you had many experiences where you feel your voice hasn't been heard?

What are some things that may help my future career that I could start doing now in high school?



Privileged to be an advisor

Being an advisor with UNIQ You is very enjoyable and rewarding! I always look forward to speaking with the students, answering their questions and sharing my experiences.

This organisation provides a fantastic platform for young women to see the range of different career opportunities on offer. I feel privileged to be an advisor and to hopefully play a part in inspiring the next generation!

Nicole Brunner

Manufacturing Engineer, Boeing Defence Australia





I look forward to seeing what the future brings.

I've absolutely loved being a part of something that is providing young women an insight into the different roles and avenues they can take when considering their career, life and interests. This is something that never existed as a student in my time, and it's really good to see the students actively seeking out information and opportunities that would have usually been dismissed on their behalf; simply based on an unconscious social bias that it's "not for you".

Being given a direct path, to ask questions and explore possibilities where without the initiative that is UNIQ You might not have known how or who to approach to show interest or feel empowered to put their hand up and say "hey, I'm interested".

Every advisor I have had the genuine pleasure of speaking with has provided me still, great advice and insight that I have found valuable for myself and to pass on to these young women who I am lucky enough to be able to talk with. I look forward to seeing what the future brings for these young people and empowering them to accept no limitation pushed on them due to antiquated gender social bias.



Melissa MacFarlane

Senior Fire Fighter, Queensland Fire and Emergency Services

Are you ever afraid one of your projects might fail or not be useful? If so, how do you deal with that, move on and get better?

Given this is a male dominated trade, what advice can you give me as I move through my career, especially the apprenticeship?



I have really enjoyed being a UNIQ You advisor

I love that UNIQ You provides girls with that opportunity to gain insight into STEM roles across various industries to help them decide, "What's next?" after high school.

I have really enjoyed being a UNIQ You advisor. It is fun hearing about their experiences, answering questions about what I do as an electrical engineer and encouraging them to focus on their interests and keep learning.

Kelsey Williams

Product Engineer, Yurika





“

YEAR 12 STUDENT

The Rockhampton Grammar School

I enjoyed being able to talk to someone in the agriculture industry and freely be able to ask her questions. She was engaging and interesting to listen to and was happy to answer any questions I had.

Our Board of Directors

Matt Lee	Chair & Company Director
Tanya Andrews	Founder & Non-Executive Director
Jacqui Walters	Non-Executive Director (Commenced Nov. 2023)
Janet Bellinger	Company Secretary (Commenced Oct. 2023)
Kristen Podagiel	Non-Executive Director
Kathleen Donohoe	Non-Executive Director (Concluded Nov. 2023)
Anna Frizzell	Company Secretary (Concluded Oct. 2023)

Our Team

UNIQ You is a small but mighty team working remotely across Australia.



Val Ridley
CEO



Aimee Langton
Student Experience
Manager



Cai Balara
Operations Manager



Stephanie Morris
Schools Manager



Janet Bellinger
Finance Manager



Hannah Goodfellow
Engagement Coordinator



Angela George
Marketing Manager



Jordy Scheper
Education Officer

UNIQ YOU

uniqyou.com.au

 @uniq-you  @uniq you-aus  @uniqyouaus

